

## THE ARIZONA DIRECT CARE WORKFORCE INITIATIVE

Arizona home care providers, colleges, and state agencies are working together to establish standardized training programs and career paths for caregivers and direct support professionals.

**GOAL:** A stable, professional direct care workforce to meet Arizona's long-term care needs

### GUIDING PRINCIPLES:

- Commitment to home-and-community-based services and person-centered care
- Acknowledgment of the value of caregivers and direct care workers and their need for economic security
- Recognition of cultural and geographic diversity

### STRATEGIES:

- **Standardized Training for Direct Care Professionals**
  - Curriculum Development : *Principles of Caregiving*
    - Fundamentals of Caregiving; Aging and Physical Disabilities Module;
    - Developmental Disabilities Module; Dementia and Alzheimer's Disease Module
  - Development of statewide guidelines for training
  - Workshops for trainers
  - Training of workers through community colleges and employers
- **Professional Development of Direct Care Professionals**
  - Career paths and clear occupational profiles
  - Professional requirements and a code of ethics
  - Workforce development and job placement services
- **Public Awareness of the Role of Caregivers and Direct Care Professionals**

### PARTNERS:

- **State Agencies:**

The Arizona Department of Economic Security (ADES), the Arizona Health Care Cost Containment System (AHCCCS), the Arizona Department of Health Services (ADHS), and the Governor's Council on Developmental Disabilities.

- **The Direct Care Workforce Committee**

The DCW Committee discusses issues related to training of direct care workers, recruitment and retention, working conditions and professional development, and public awareness of these issues. Recommendations are submitted to the Interagency Council on Long-Term Care. Members represent state agencies, for-profit and non-profit providers, program contractors, consumer advocacy organizations, area agencies on aging, and community colleges.

### DEMONSTRATION PROJECTS AND OTHER ACTIVITIES

- Training with standardized curriculum by employers in Maricopa County in collaboration with Phoenix College.
- College courses with certificate of completion at Pima Community College (Tucson).
- Train-the-trainer workshops and distribution of instructional materials through Area Agencies on Aging.
- Screening, training and job placement services at Gateway Community College, Phoenix.
- Dialogue among state agencies on requirements, training, and reimbursement of direct care professionals.
- Development of resources and state data on aging, disability, and the direct care workforce in Arizona.

### ADDITIONAL INFORMATION:

- **Arizona Direct Care Workforce Initiative**, [www.azdes.gov/aaa/directcare.asp](http://www.azdes.gov/aaa/directcare.asp)
- **Will Anyone Care?** Recommendations from the Citizen's Workgroup on the Long-Term Care Workforce, April 2005

### CONTACT INFORMATION:

Jutta Ulrich, 602 / 542-6615, [julrich@azdes.gov](mailto:julrich@azdes.gov)

Dept. of Economic Security, Division of Aging and Adult Services, Site Code 950 A  
1789 W. Jefferson, Phoenix AZ 85007